HQ Air Force Personnel Center

AFPC Update

Medical Logistics Symposium

Lt Col Rob Ritter
MSC Utilization and Education Branch
HQ AFPC/DPAMS
6 August 2004

Overview

AFPC

- Snapshot of the Corps
- MSC Force Development Refresher
- Specialty Match Board
- Commander Screening Board
- USAF Force Development
- Force Development Opportunities
- Maximize the FD Experience
- Force Shaping Phase II
- Questions

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Snapshot of the Corps

Medical Officer Manning

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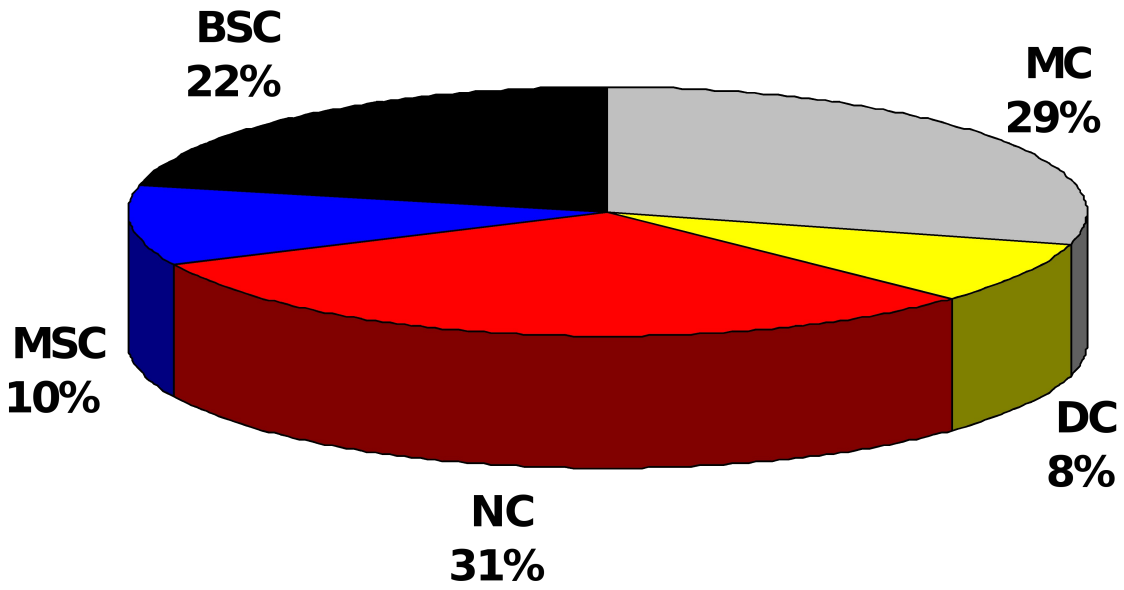
12,058 AFMS Officers

1,233 MSCs = 10%



A/o 1 Jun 04

MSC Officers By Grade

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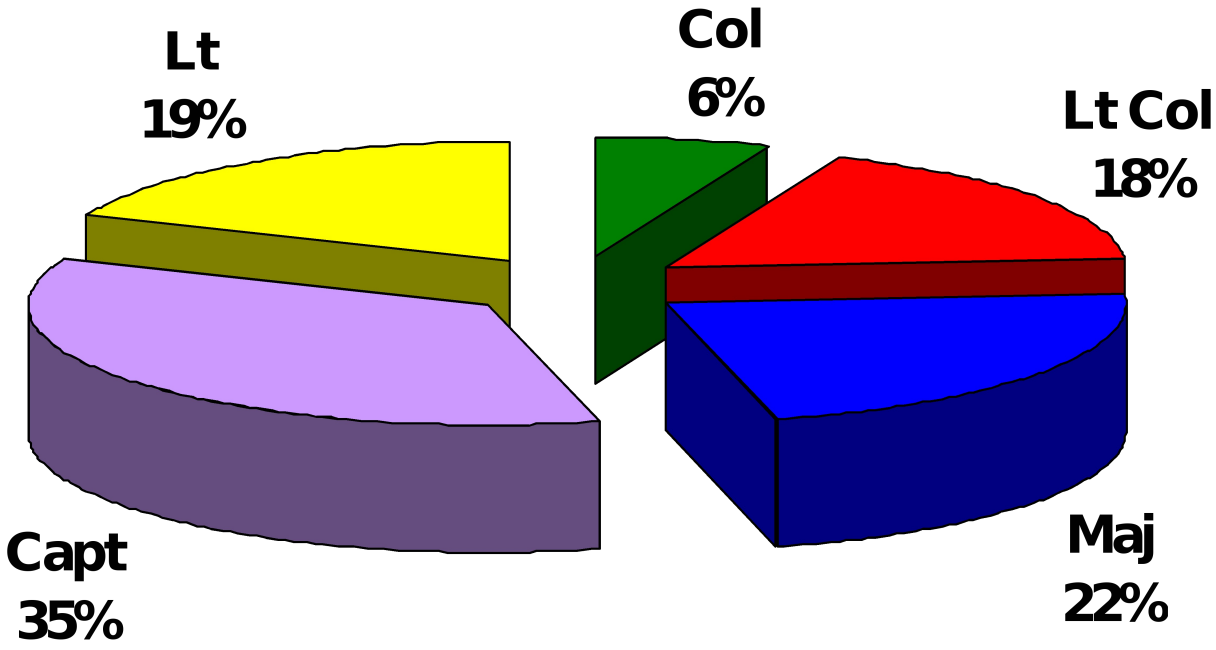

Authorized Vs Assigned

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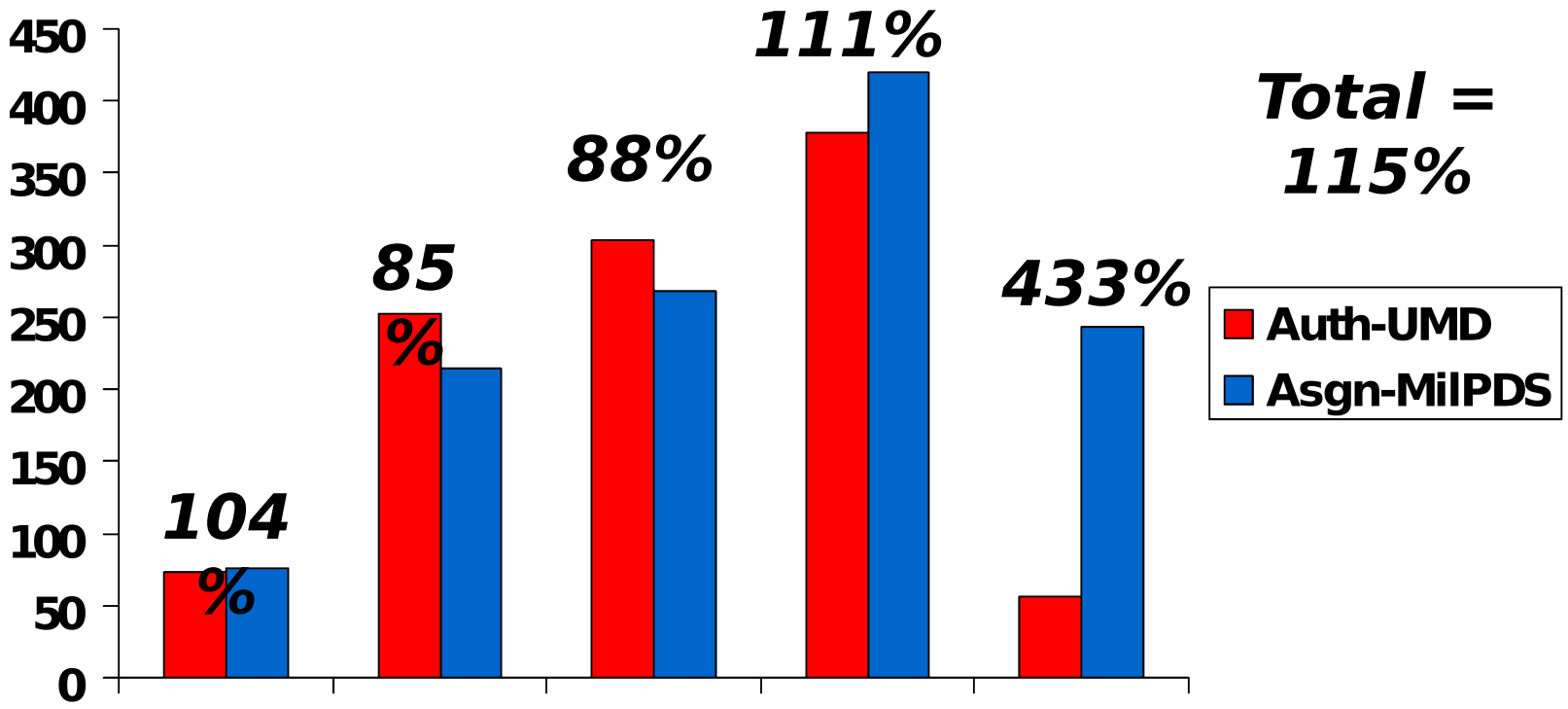

	Col	Lt Col	Maj	Capt	Lt	Total
Assigned	76	215	268	420	243	1,222
Authorized	73	252	304	378	56	1,063

MSC Officers by Source

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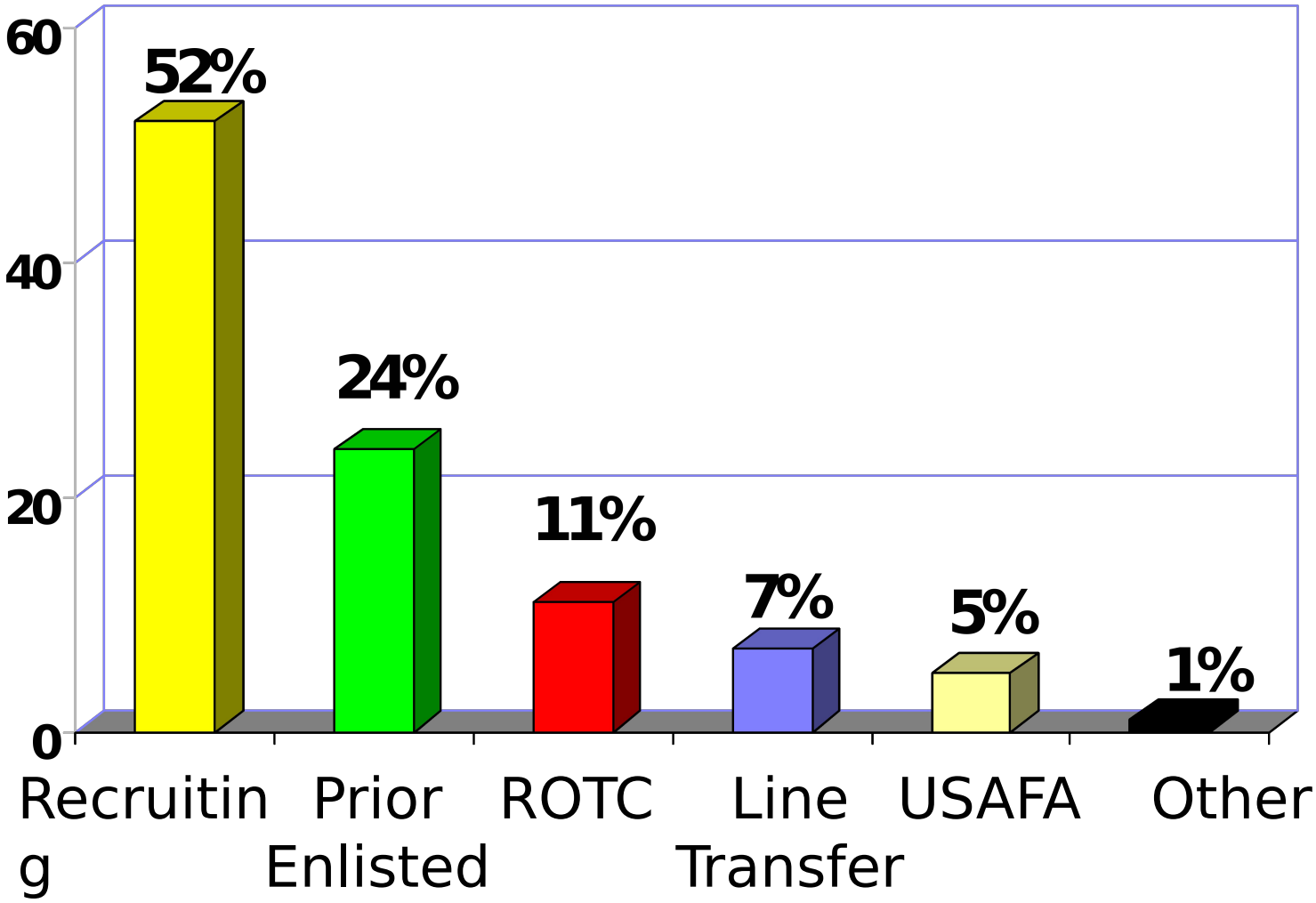

MSC Losses

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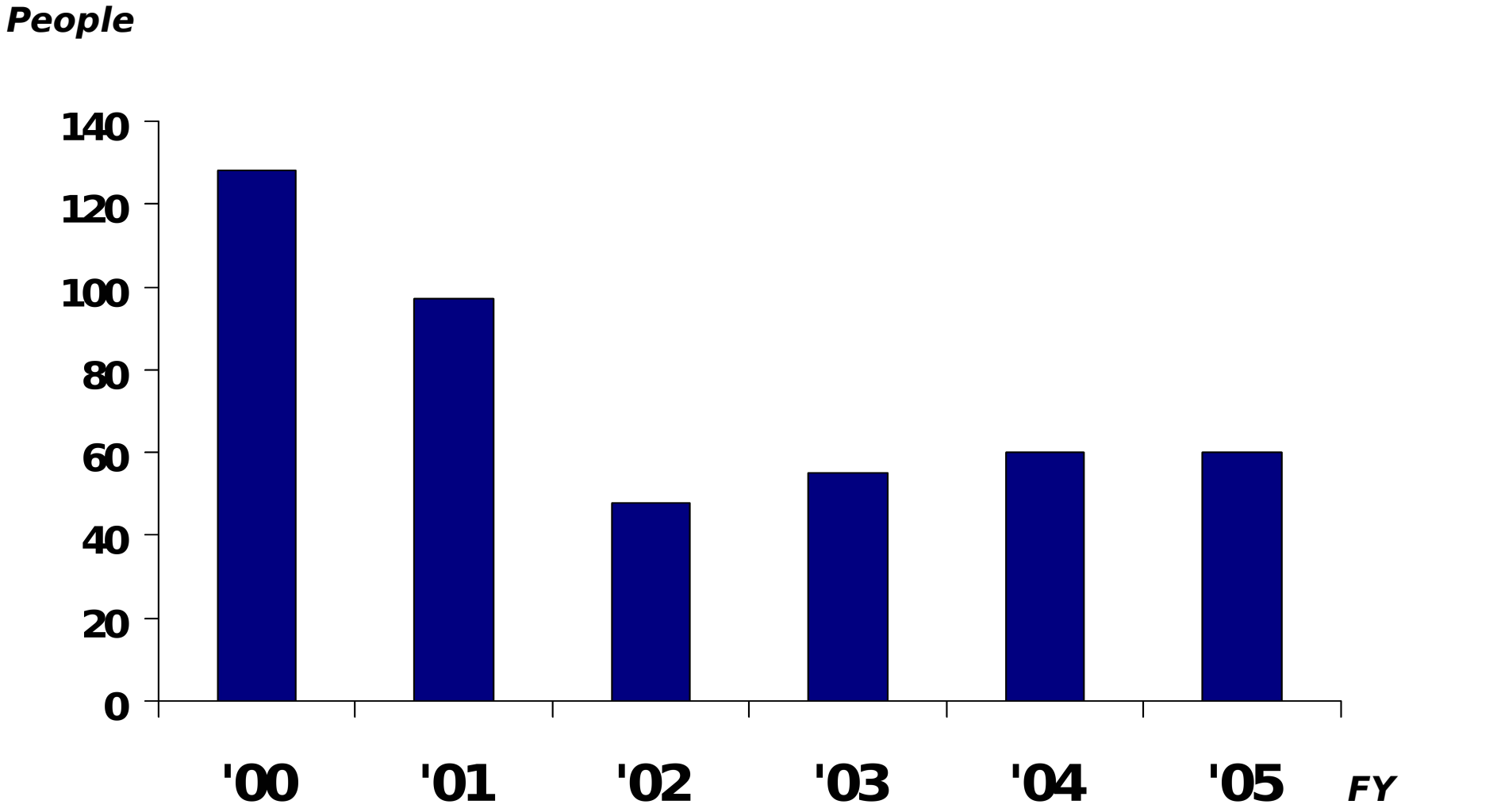

MSC Accession Plan

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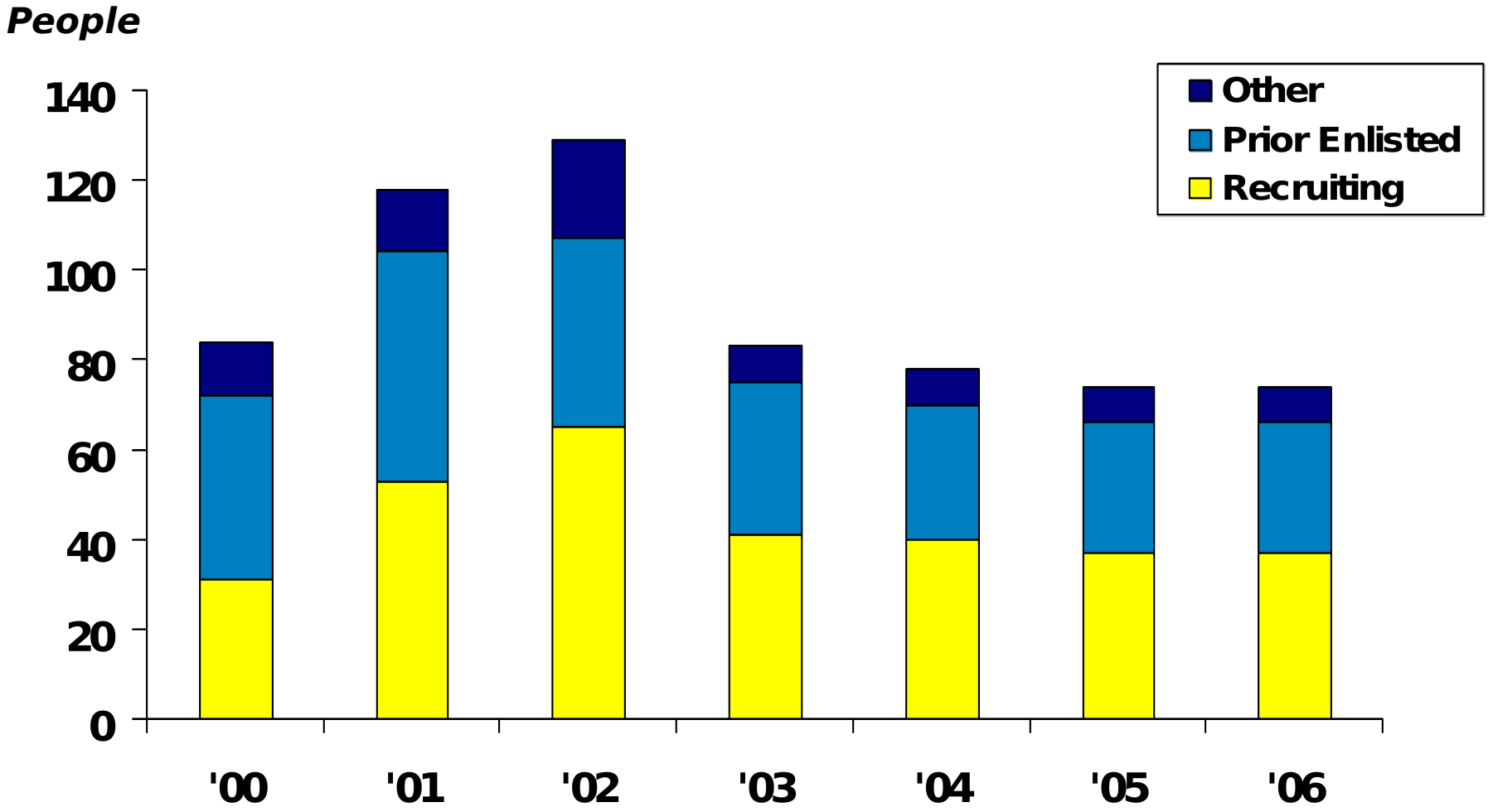

MSC FY04 Accession Board

Source of Commission (Selected Applicants)

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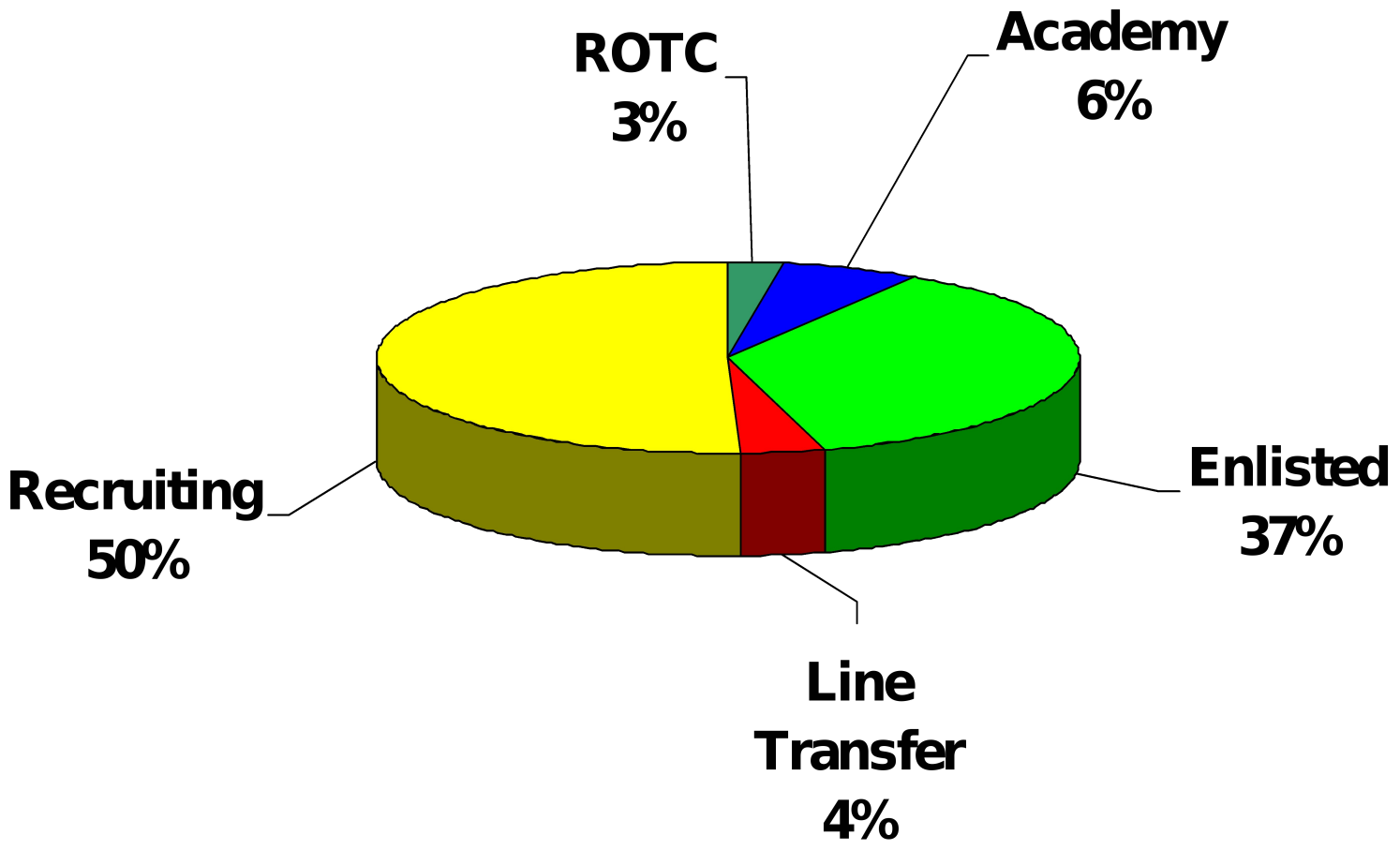

MSC FY04 Accession Board Results

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- Selected Applicant Averages
  - GRE 1040
  - GMAT 537
  - GPA 3.53
  - Time in Service (AD applicants) 8.92
  - Interview Score 9.46
  - Master’s Degree
    - 49% of selected applicants

Promotion Boards

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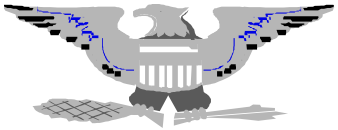

6 – 17 Dec 04

12 – 23 Sep 05

1 – 12 Mar 04

6 – 17 Dec 04

6 – 21 Jul 05

1 - 12 Nov 04

5 – 16 Dec 05

No central selection board*

’05 Boards Just Announced!!

*Changed in 2003

Promotions

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	O-4	O-5	O-6
MSC Opportunity	95%	85%	60%
MSC Actual			
BPZ	N/A	3%	0%
IPZ	92%	74%	55%
APZ	20%	13%	3%

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MSC Force Development
A Refresher

Career Development

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Three Key Tenets

- MSC officers are professional healthcare administrators
- Fully-qualified MSCs have broad experience in AFMS management functions
- Fully-qualified MSCs have a specific expertise in a specialty

MSC Career Path

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First Assignment / Second Assignment

0	2 yrs	3 – 5 yrs	5 – 6 yrs
MSC Accession **HSA** **Begin Functional Area #1**	**Begin Functional Area #2**	**Begin Functional Area #3**	**Member Applies for Desired Specialty** **SGA Indorses** **Specialty Match Board** **Member Notified** **Member Awarded Fully-Qualified Status (41A3)**	**Assoc Chiefs Engage** **May Start Fellowship, EWI Training** **Begin Working On SEI**

- Rotations first 2 assignments
- Meet Specialty Match Board
- Achieve “Fully-Qualified” 41A3 status
- Specialize in mid-career
- Broaden as approach SQ/CC

MSC Specialties

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Career-long functional areas

Designated Specialties

- Health Facilities
- Health Plan Management
- Healthcare IM/IT
- Healthcare Resources
- Medical Logistics
- Readiness (includes AE)

Future Additional Specialties?

- Patient Administration

Recently Added!

- Human Resources

- AFPC
- Civilian Personnel
- Squadron Section CC
- Education & Training
- Recruiting
- Squadron Administrator
- Personnel/Admin Svc

Note:
Commanders and Administrators are Capstone Jobs

What about….

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- Group Practice Manager
  - Health Plan Management Credit
- Squadron Administrator
  - Now Human Resources Credit
- Executive Officer
  - No specialty credit

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Specialty Match Board

Specialty Match Board

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- Next specialty Match Board 22-24 Sep 04
  - 71 officers met the 1st board; 64 projected for this board
  - Officers notified via e-mail 9 Jul
  - Preference rank-order requested NLT 1 Aug
  - Coordinate with SGA/senior MSC (letter)
  - Coordinate with squadron commander (T-ODP)
  - Results to be provided to Senior MSC (SGA)
  - Approximately one-third vulnerable summer 05
    - Not all will have assignment to specialty (GPM, Fellowships, other AF requirements)

Specialty Match Board

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- Board Members
  - Col Acker Board President
  - Col Wereszynski Readiness
  - Col Taylor Health Plan Mgmt
  - Col Lenahan Resources/Finance
  - Col Miller Resources/Programming
  - Col Cooper Logistics
  - Col Campbell Systems
  - Col Ahnberg Facilities
  - Lt Col Ritter Human Resources

Requirements per Specialty

UMD Breakdown By Specialty

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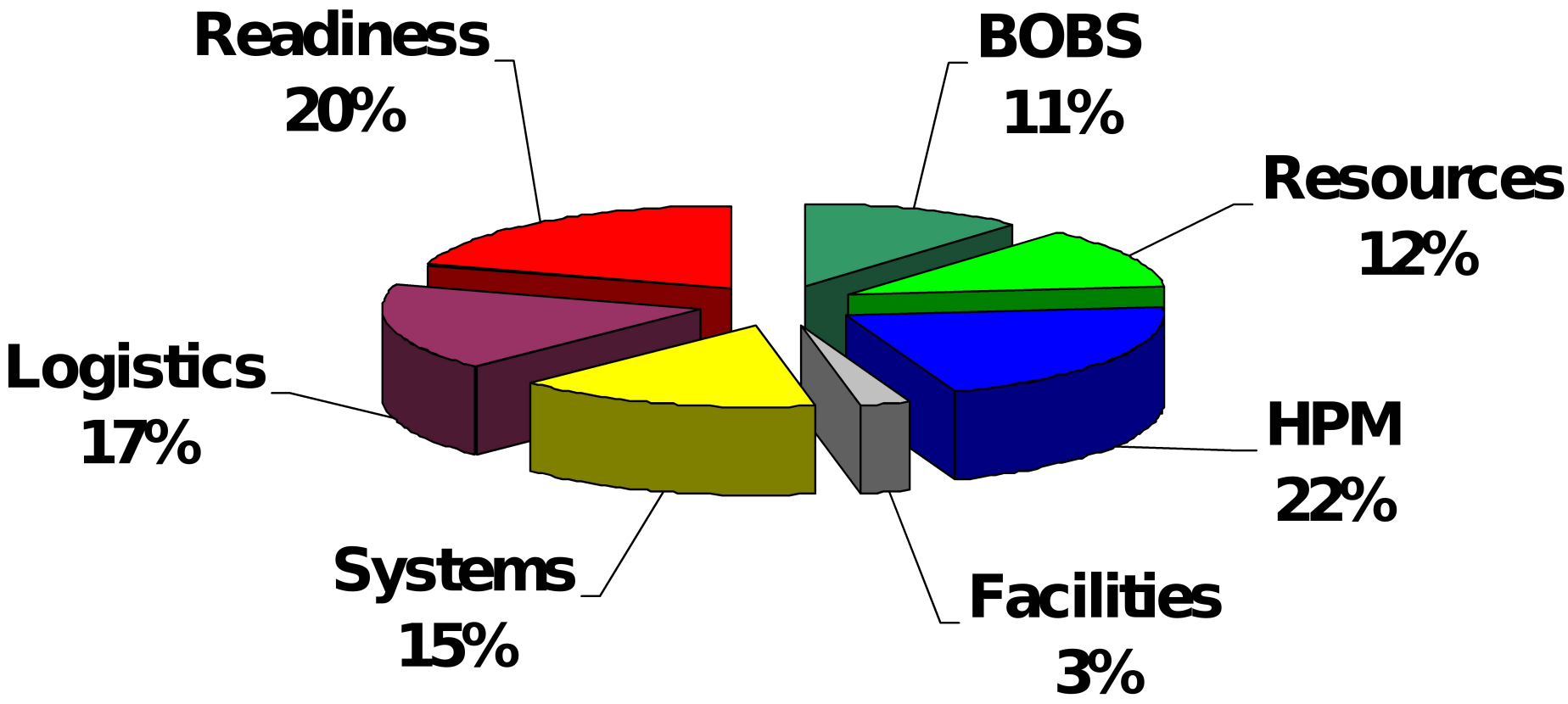

Per Capt Carter at Air Sta

Requirements per Specialty

Recommended Initial Distribution (71 MSCs)

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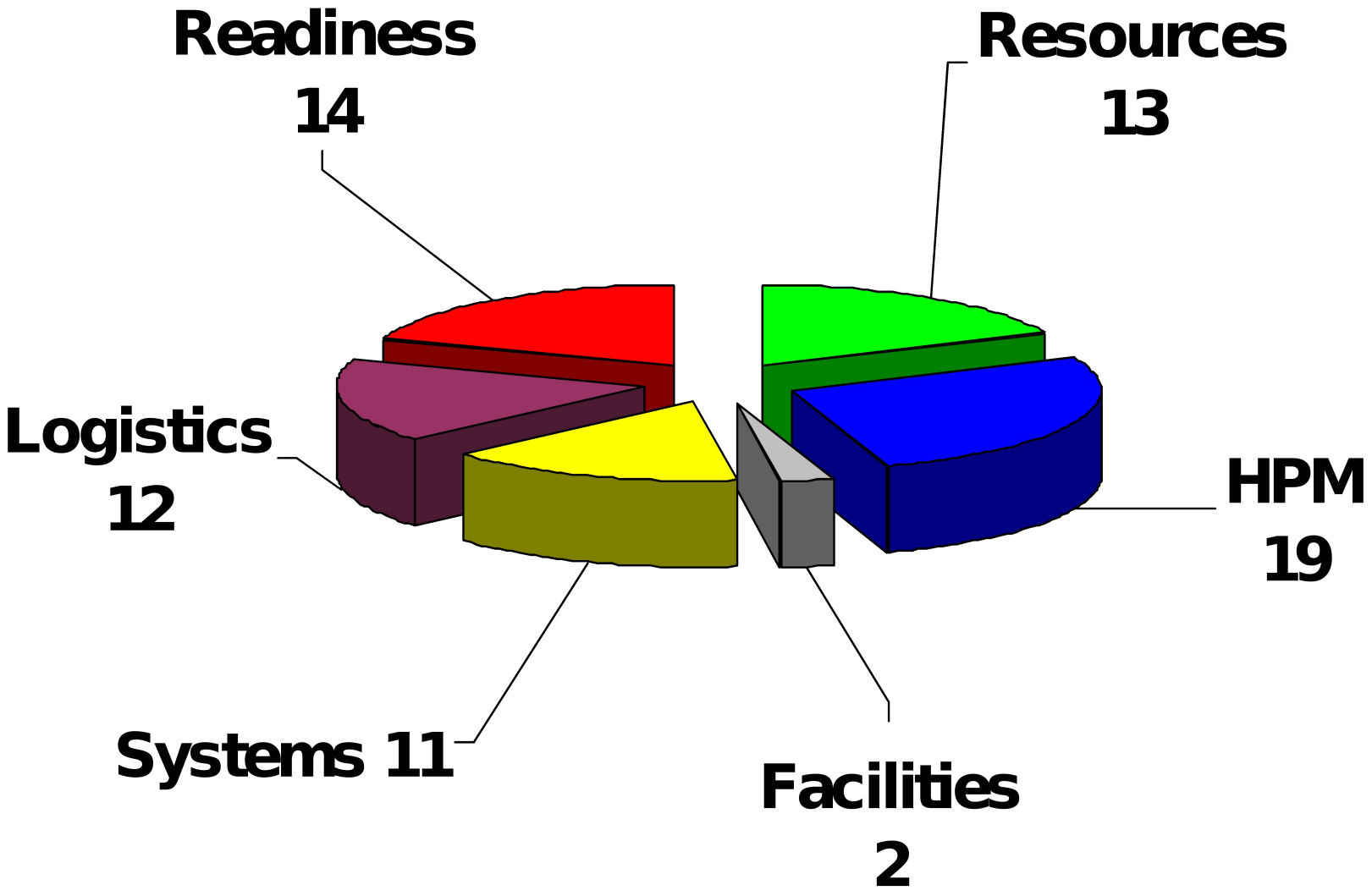

Requirements per Specialty

Distribution Summary

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Function/ Specialty	Distribution Percentage Per UMD	# of Candidates	# Require-ments Per Specialty	# MSCs Who Selected Area as their #1	Delta Over/ Under
Info. Mgmt/Tech	0.15	71	11	8	-3
Logistics	0.17	71	12	8	-4
Facilities	0.03	71	2	0	-2
Readiness	0.20	71	14	9	-5
Health Plan Mgmt	0.27	71	19	18	-1
Resource					

Summary of Specialty Match Board

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- High success rate in matching candidates to desired specialties

Member's Rank Order of Functional Area	# of Candidates Who Received Their Choice	% of Candidates Who Received Their Choice
1st	46	65%
2nd	14	20%
3rd	8	11%
4th	0	0%
5th	1	1%
No Choice	2	3%
	71	100%

Special Considerations

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- Weight on preferences
- Interns (Logistics, IM/IT)
- #1 but no experience
- #1 but SGA disagrees
- No #1s for Facilities
- Only one specialty selected

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Specialty Award

As of the 24th day of September in the year 2004, the Medical Service Corps specialty of

_____

is conferred upon

<Rank Name>

by the Associate Corps Chiefs and Corps Chief of the Medical Service Corps.

NAME, RANK, USAF, MSC
Associate Corps Chief, XXXX

PATRICIA C. LEWIS, Colonel, USAF, MSC
Chief, Medical Service Corps

MSC Force Development -- Specialties

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- Assigned a specialty, but still a versatile MSC
- Must rotate early
  - SGA has key role
- Increased Mentorship
- Level the promotion opportunity
- Increase leadership development
- Improve assignment decisions

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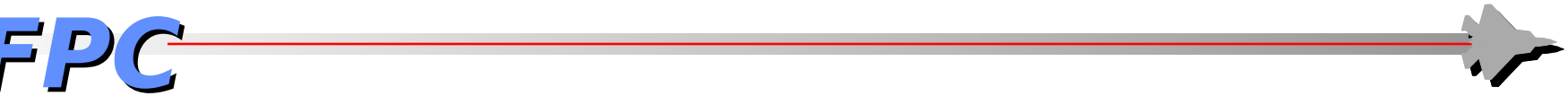

Medical Command

DT Squadron Command Screening

AFPC

- **Eligibles**
  - Lt Cols with DOR 1 May 2001-present
    - 95 records
  - Lt Col selects
    - 18 records
  - Majors meeting March 2004 promotion board
    - 42 records
    - Promotion results released before Jun MSCSB
    - Non-selects not eligible
  - *Majors IPZ for the Dec 04 LTC board were not eligible this medical squadron commander selection board*
  - **Total = 155**

Squadron Command Screening

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- Document Review
  - Last 5 OPRs
  - SURF
  - T-ODP (if available)
  - PME status (separate handout)
- Worksheet
  - 1st reviewer completes “checklist”
  - Yes/No score
  - Comment if necessary
  - Chairperson arbitrates final decision if necessary

Squadron Command Screening

AFPC

- “No” Contributors
  - No Board Certification
  - Insufficient Flt CC Experience
  - Needs Masters Degree
  - Needs More MTF Experience
  - Needs MAJCOM/Staff Equivalent Experience
  - Needs to complete PME
  - Weak or no push statements
  - Weak or no stratification

Squadron Command Screening

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- Summary
  - 155
  - 65 “No” = 42%
  - 90 “Yes” = 58%

Squadron Command Screening

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Medical Service Corps Candidate Profile

	CY03	CY04	CY05	
Eligible	**154**	**147**	**121**	
Declined	81	77	54	
Declination Rate	**53%**	**52%**	**45%**	
Deferred by SR	0	0	0	
Candidates Selected	**73**	**70**	**67**	
Lt Colonels	26	27	44	
Lt Colonels (sel)	9	19	23	
Majors	38	24	0	

CY 04 MSCB

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	Eligible	Applicants	Candidates	Matches	% Matched
BSC	270	143	37 (26%)	10	27%
DC	94	9	2 (22%)	1	50%
MC	388	31	15 (48%)	14	93%
MSC	147	70	40 (57%)	32	80%
NC	323	151	36 (24%)	18	50%

CY 05 MSCB

AFPC

	Eligible	Applicants	Candidates
BSC	173	91	25
DC	117	15	5
MC	283	36	23
MSC	121	67	44
NC	179	65	33

Sq Available
14 AMDS
2 DS
26 MDOS
30 MDSS
3 TRS

Medical Group Commanders

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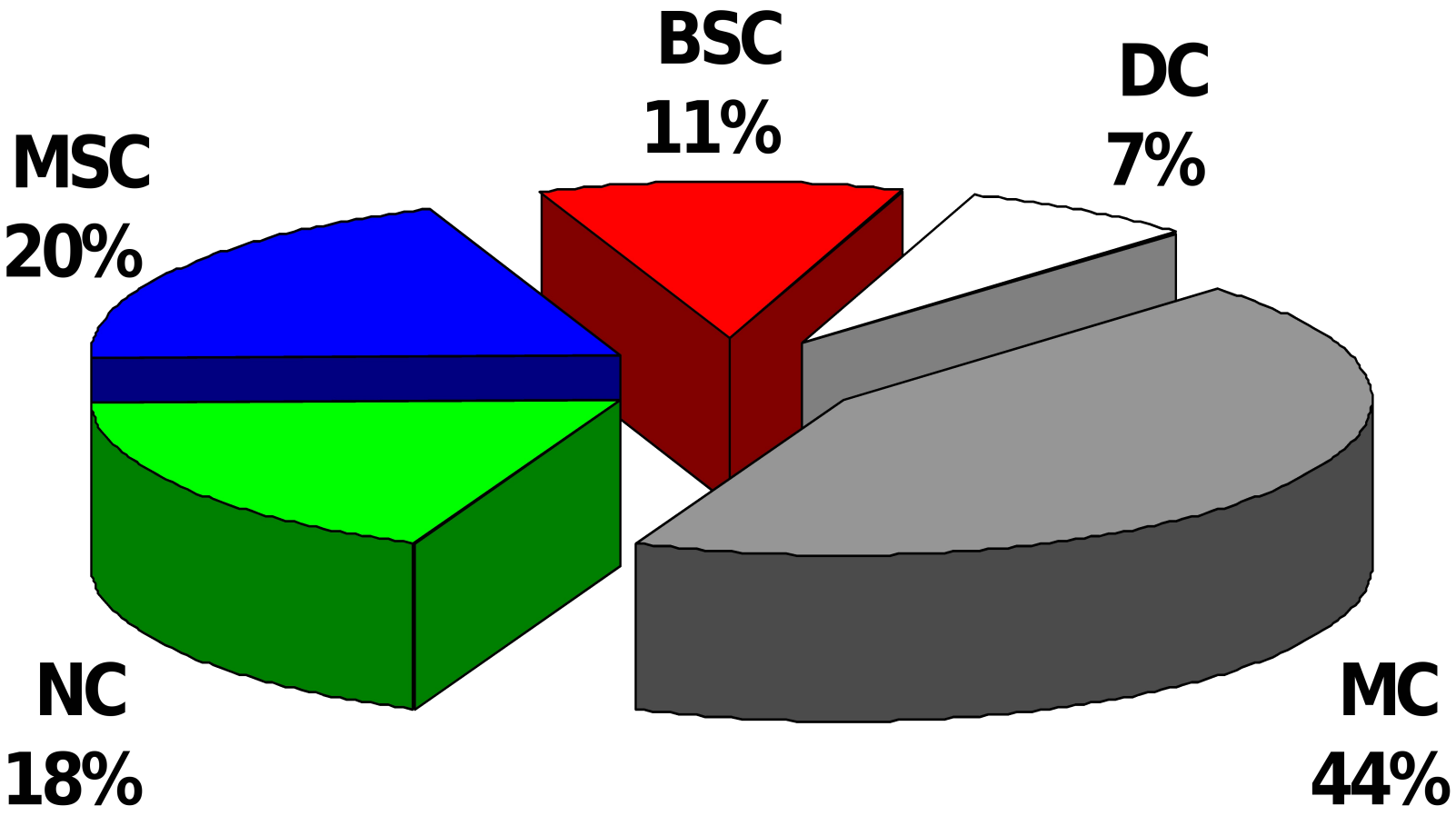

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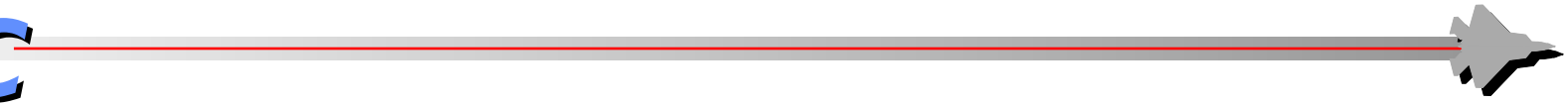

USAF Force Development

Linkage to CSAF Initiative

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CHIEF's Sight Picture

06 November 2002

Total Force Development

At CORONA Fall we adopted **a new vision for how we work with the most important resource we have, all of you**. As we transformed our Cold War structure into an Air and Space Expeditionary Force, it follows that **we transition the way we train, educate, promote, and assign our Total Force**. We call it Force Development and it applies equally to all of us -- active duty officer and enlisted, reserve components and civilians -- across all specialties in our Air Force, whether at home or in a tent city, on the flightline or the launch pad, in the air or in the lab.

AIR FORCE
Air & Space Power

The Situation

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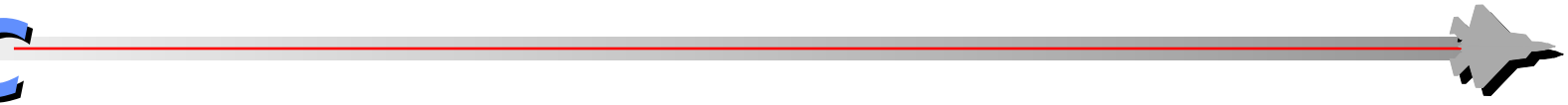

- We have good leadership in the AF
- We could build more capable leaders through a deliberate development system
- Deliberate force development will better prepare our people and better meet their expectations

Overall FD Objectives

AFPC

- **Purposefully connect individual goals and capabilities to Air Force needs to best achieve both**
- **Ensure processes invest the right education, training and experience in the right officers at the right time to satisfy requirements**
- **Deliberately link all training and education opportunities to assignment experiences to fulfill Air Force needs**
- **Enhance communication between leadership and officers so we can improve development and assignment process**

Doctrine

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Development – the series of experiences and challenges, combined with education and training opportunities that produces AF leadership

- Tactical Development – **gaining knowledge and experience in primary skill**
- Operational Development – **continued widening of experience and increased responsibility within a related family of skills**
- Strategic Development – **challenges to gain breadth of experience and leadership**

41A Career Planning Diagram

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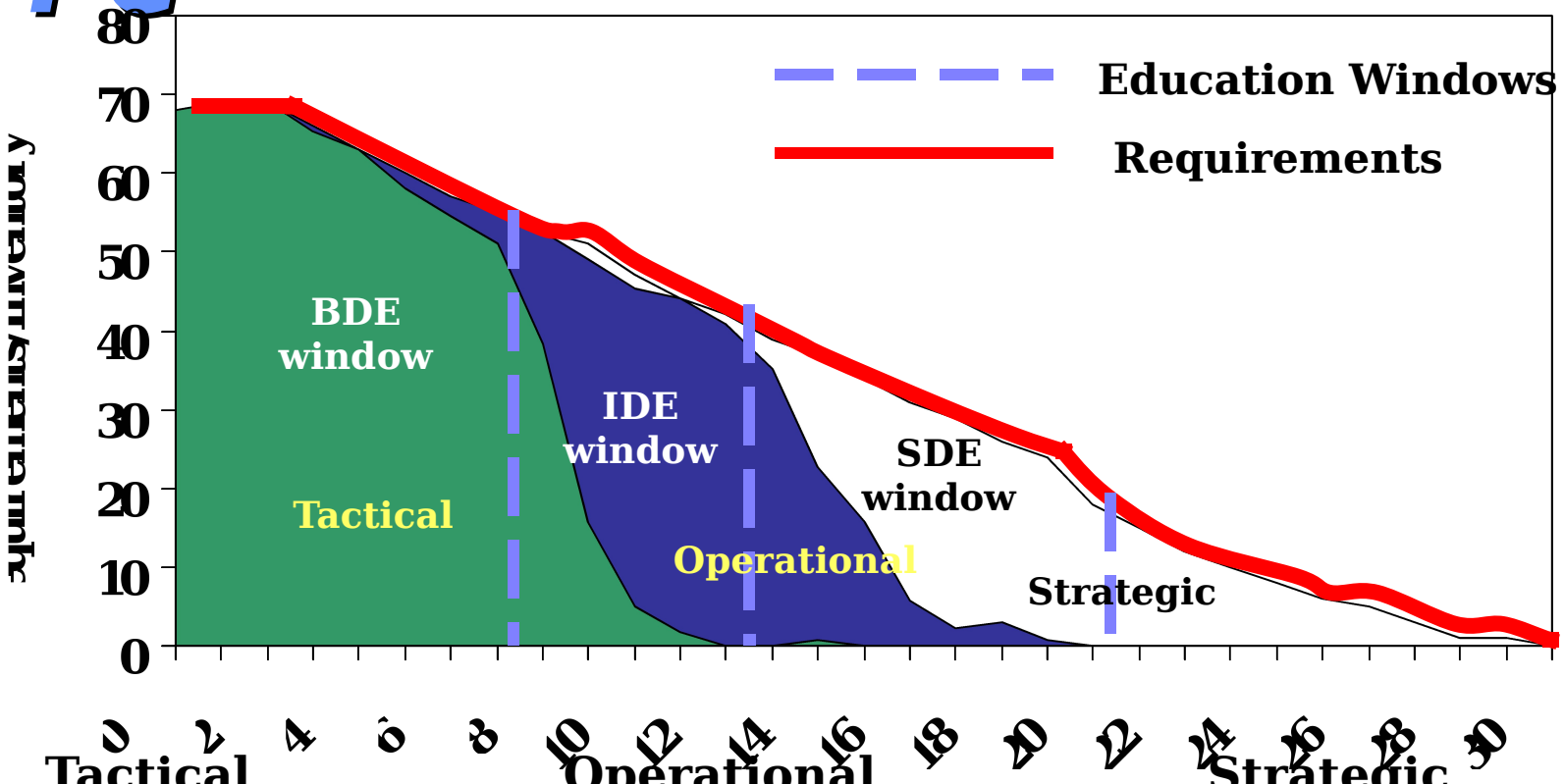

Tactical

Element Leader
Flight Commander
Section Commander
GPM
Instructor
Ops Officer

Operational

MAJCOM AO/Assoc Div Ch
Air Staff/Assoc Div Ch
Squadron CC
Branch Chief
SGA
Joint/TMA/Lead Agent

Strategic

Group Commander
OSD/JCS
Air Staff Div Chief
MAJCOM Div Chief
Corps Chief/Corps Dir
MAJCOM SG/SGA/SG2
TMA/Lead Agent Dir

Development Team

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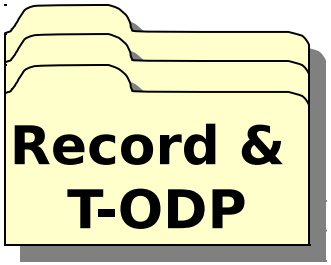
Commander

MAJCOM SGAs

Associate Corps Chiefs

Individual



Development Team

- **DT Meets 3-4 Times per Year**
  - **VML Review**
  - **Squadron Commander Screening**
  - **Graduating Sq/CC vector**
  - **Residence PME**
  - **Specialty Match Board**
  - **Education Board (AFIT, EWI, Fellowships)**

T-ODP

(The "Life Blood" to your career!!)

AFPC

NOTE!

CLICK HERE BEFORE CONTINUING…
YOUR FUTURE DEVELOPMENT DEPENDS ON IT!

AUTHORITY: 10 USC 8013
PURPOSE: This form is used to provide Air Force officers and their commanders an avenue to state assignment preferences and developmental recommendations and communicate them to their Officer Assignment Teams (OAT) and Development Teams. Assignment related questions should be directed to the appropriate OAT.
ROUTINE USES: None.
DISCLOSURE: Voluntary, but failure to disclose the information requested will forfeit your voice in your development and assignment selection process.

I. Identification Data

Member Identification Information		
Note: If eMail address or phone number is blank or incorrect, fill in correct information and click **Update**		
Name: ARTIBEY VICTOR L II	**Rank:** 2Lt	**SSAN:**
eMail: victor.artibey@afpc.randolph.af.mil	**Phone:** 665-2307	**Fax:** 576-1442

Developmental Review Process

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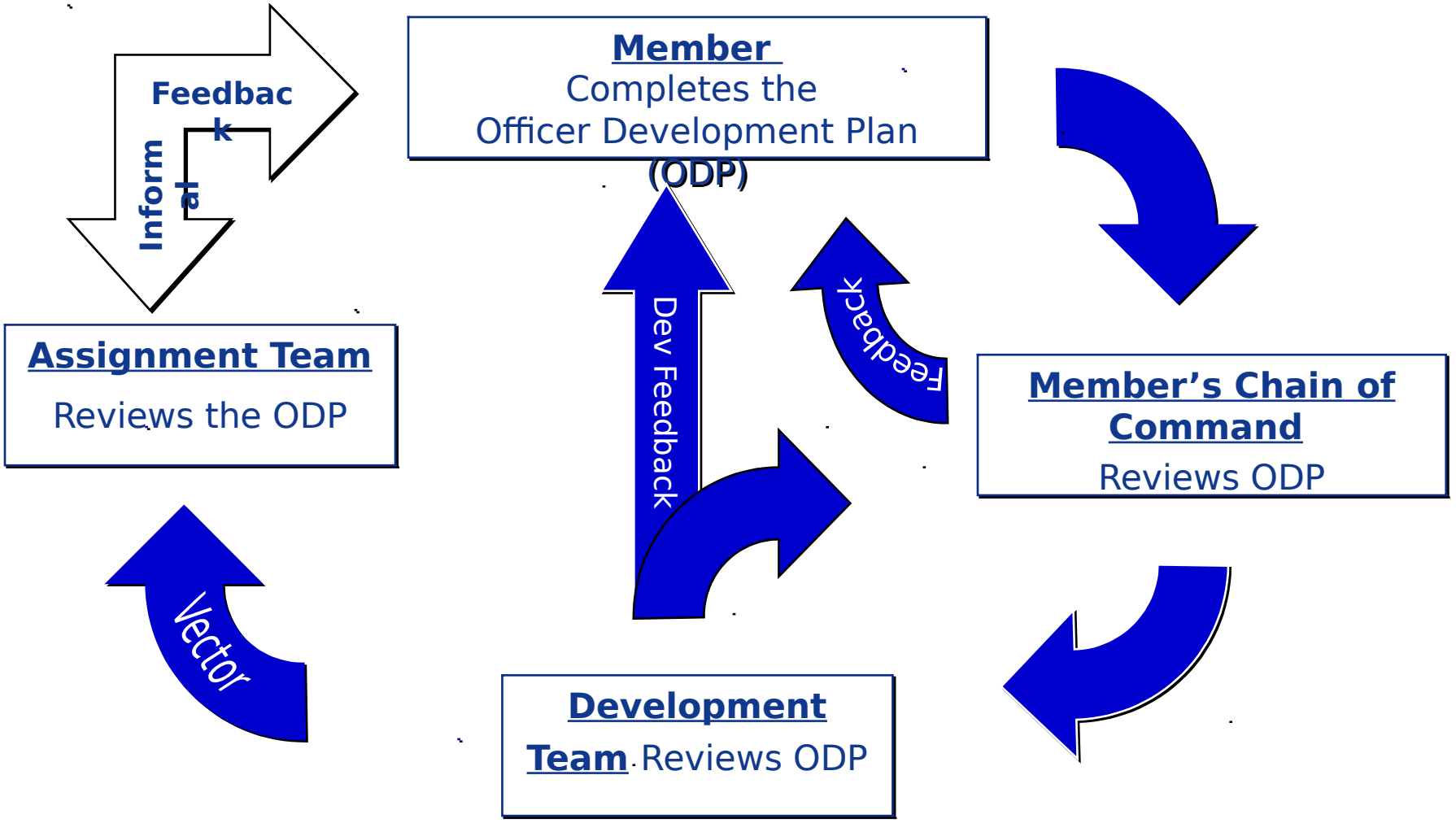

Force Development Opportunities

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Developmental Education – Non PME

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- AFIT/EWI/Fellowship Developmental Education (DE)
  - 11 Fellowships, 8 EWIs, 9 AFITs (4/4/1)
  - Combination of Pull & Push for MSC DE Opportunities
    - Your specialty will be a significant factor
    - You may be “vectored” for a DE opportunity
  - Follow-on assignment based on DE
  - Suspense for packages is 20 Aug
  - MSC Education Board meets 20-24 Sep
  - Go for DE!!! Very strong indicator in your record!

Developmental Education - PME

AFPC

- PME Developmental Education (DE)
  - Promotion board: IDE/SDE selects (5%)
  - 3849 and record reviewed by DT
    - Records scored and candidates rank-ordered
    - MSC candidates then compete against all corps for 4 SDE and 8 IDE slots
  - Test program: AFIT, EWI, Fellowships followed by additional 6 week course at Maxwell may give Majors residence IDE credit

Assignments

AFPC

- Temporary Officer Development Plan (T-ODP)
  - An imperative to fill out
  - PRD lists projected jobs in AMS each cycle
    - Spring Cycle (Feb – May PCS) jobs visible 9 Aug – 22 Sep
  - Can address specific advertised jobs in T-ODP, but should focus on global career development objectives
- Development Vector
  - DT recommends assignment vector
  - AFPC still decides final assignment
  - Not all will be assigned to their vector
- Priorities in Assignments:
  - Needs of the Air Force
  - Career development
  - Individual preferences

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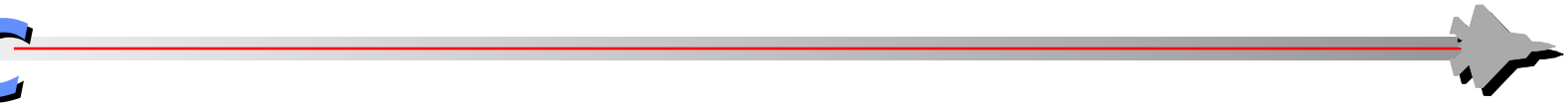

Maximize your FD Experience

Maximize Your FD Experience

AFPC

- **MSC Force Development**
  - Functional Area Rotation
    - 18 months x 2 within 5 years
      - 2 years for other opportunities
  - Other “important boxes”
    - Overseas
    - MAJCOM/Air Staff
    - Career broadening (AFIA, Schoolhouse, etc)
    - Sq/CC & SGA Prep (Logistics, RMO, HPM)
    - Competitive Programs (AFIT, EWI, Fellow)
    - PME
    - Board Certification
  - Communicate with your SGA
    - Express preferences
    - Remember, mission before development

Maximize Your FD Experience

AFPC

Be the best at what you do

Maximize Your FD Experience

AFPC

“You can’t always get what you want”

Rolling Stones

Force Shaping Phase II

AFPC

- AF must get within authorized end strength
  - Authorized FY05 end strength 359,700
- To achieve FY05 end strength, AF needs ~22,500 more losses than currently projected
  - 4,500 Officers
  - 18,000 Enlisted
- 3 Tools in Force Shaping Phase II:
  - Palace Chase
  - Limited Active Duty Service Commitment Waiver (LADSC)
  - Date of Separation (DOS) Rollback

Force Shaping Phase II

AFPC

- Force Shaping II Program
  - Guiding Principle
    - Voluntary, low-cost measures
  - Other shaping actions
    - Restrict officer continuation
    - Transfers to ARC and Army

Force Shaping Phase II

AFPC

PALACE CHASE

- All AFSCs eligible
- 1 year time in Service required prior to requested DOS
- Transfer to ARC is a 2 for 1 commitment
- USAFA graduates are eligible
  - Requires education recoupment
- Personnel in medical careers who have an educational ADSC are excluded

Force Shaping Phase II

AFPC

Limited Active Duty Service Commitment Waiver (LADSC)

- Allows MSC to retire or separate prior to completing certain ADSCs
- Retirements still require 20 YOS
  - Officers must have 10 years TAFCS

Maximum Waivers Available

PCS: Full	AFIT: 24 mos (masters)
EWI: Full	EAD: ROTC=2 yrs, Direct=Full
IDE/SDE: Full	Technical Training: Full

Force Shaping Phase II

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Timeline

- Applications for PALACE CHASE and LADSC
  - Starting 2 Jun 04 until closed by message
  - MPFs must forward all applications to AFPC
- AFPC will provide notification within 4 to 6 weeks
- Separations: NLT 15 Sep 05
- Retirements: NLT 1 Sep 05

QUESTIONS?